

## Environmental Protection Policy

Our Organization is committed to protecting the environment and to maintaining the highest standards in public health and safety to protect the quality of the global environment, reducing our carbon footprint and any greenhouse gas emissions for future generations.

The Organization is further committed to ensuring that all applicable regulatory environmental protection requirements are met or exceeded. Environmental considerations are integrated with business planning.

The Environmental Protection Policy applies to all activities conducted by the Company or by contracted third parties that may affect the environment.

Proactive planning with respect to the potential impact of work activities on the environment is a critical component of effective environmental protection. Accordingly, where any impact to the environment is identified, site-specific environmental protection and environmental emergency plans will be completed as required.

A handwritten signature in blue ink, appearing to be "T. McKibbon".

Teri McKibbon, President & C.E.O.  
January 1, 2023